Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

U.S. Customs and Border Protection
1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	328	259	247	220	233	79
Number of Complainants	294	245	229	207	227	77
Repeat Filers	28	14	16	10	6	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	
Race	94	59	71	64	58	19
Color	17	19	13	16	13	7
Religion	21	13	11	11	11	2
Reprisal	166	118	114	111	104	24
Sex	99	87	80	65	71	23
PDA	2	4	2	2	6	1
National Origin	77	57	44	50	47	21
Equal Pay Act	1	0	1	0	0	0
Age	90	87	75	47	76	25
Disability	72	55	41	49	54	19
Genetics	1	0	2	2	0	0
Non-EEO	19	12	9	9	15	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	
Appointment/Hire	22	9	8	9	12	4
Assignment of Duties	43	45	26	33	25	15
Awards	5	5	3	4	7	0
Conversion to Full-time	0	0	0	0	0	1
Disciplinary Action						
Demotion	2	3	0	1	1	0
Reprimand	29	10	18	14	7	1
Suspension	26	15	13	14	11	3
Removal	5	3	1	1	2	0
Other	2	1	0	1	0	0
Duty Hours	10	5	5	2	5	1
Evaluation Appraisal	13	4	6	2	5	0
Examination/Test	4	1	4	2	2	0
Harassment						
Non-Sexual	122	91	91	103	90	32
Sexual	9	7	10	11	14	2
Medical Examination	4	7	3	6	6	3
Pay (Including Overtime)	10	10	10	15	7	0
Promotion/Non-Selection	60	55	48	41	47	19
Reassignment						
Denied	13	10	13	8	12	5
Directed	11	8	5	6	2	0
Reasonable Accommodation	14	11	10	14	7	4
Reinstatement	3	1	0	2	3	0
Retirement	2	2	3	3	2	1
Termination	56	16	8	8	12	1

Terms/Conditions of Employment	61	28	15	14	13	5
Time and Attendance	25	22	8	8	10	3
Training	14	6	9	5	2	0
Other	5	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	146.34	176.80	209.23	189.43	166.12	151.62
Average number of days in final action	148.91	87.02	71.35	50.31	48.95	48.84
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	144.37	177.64	206.17	191.69	168.19	158.74
Average number of days in final action	81.67	33.20	35.42	35.73	37.11	28.08
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	153.43	175.41	218.10	184.36	160.80	141.23
Average number of days in final action	241.48	170.84	120.17	102.64	68.58	84.43

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	43	29	31	37	27	7
Average days pending prior to dismissal	74	72	97	103	78	82
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	33	52	18	28	34	8

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016 Thru 12-31	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		7		4		2		3	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	2	100	5	100	7	100	4	100	1	100	3	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016 Thru 12-31	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		2		5		2		3	
Race	0	0	0	0	0	0	1	20	0	0	1	33
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	60	1	50	1	20	0	0	3	100
Sex	0	0	3	60	0	0	2	40	0	0	3	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	1	20	0	0	2	40	0	0	3	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	2	40	2	100	2	67
Disability	1	50	0	0	1	50	3	60	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	20	0	0	0	0	0	0	0	0
Findings After Hearing	2		4		1		3		1		3	
Race	0	0	0	0	0	0	1	33	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	3	75	1	100	1	33	0	0	3	100
Sex	0	0	3	75	0	0	0	0	0	0	3	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	0	0	0	0	1	33	0	0	3	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	25	0	0	1	33	1	100	2	67
Disability	1	50	0	0	0	0	2	67	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	1	25	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		2		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	2	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	1	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	50	1	100	0	0
Disability	0	0	0	0	1	100	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016 Thru 12-31	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		5		2		5		2		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	20	0	0	2	40	0	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	1	33
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	20	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	20	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	20	0	0	3	60	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	20	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	40	0	0	2	40	1	50	2	67
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	50	1	20	0	0	0	0
Reasonable Accommodation	1	50	0	0	1	50	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	1	50	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	20	0	0	0	0	0	0	0	0
Findings After Hearing	2		4		1		3		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	1	33	0	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	1	33
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	33	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	3	100	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	25	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	50	0	0	1	33	0	0	2	67
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	100	0	0	0	0	0	0
Reasonable Accommodation	1	50	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	50	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	25	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		2		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	50	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	50	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	100	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	160	171	168	204	224	352
Total Complainants	132	136	142	174	198	304
Number complaints pending						
Investigation	8	7	2	0	0	42
ROI issued, pending Complainant's action	0	0	0	0	1	5
Hearing	130	149	153	187	212	282
Final Agency Action	18	12	13	16	11	23
Appeal with EEOC Office of Federal Operations	51	59	66	71	71	55

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	0	0	0	0

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